

UNITED STATES ARMY
CIVIL AFFAIRS AND PSYCHOLOGICAL OPERATIONS COMMAND (AIRBORNE)

AOCP-EO

25 September 2001

POLICY NUMBER 6-3

SUBJECT: Prevention of Sexual Harassment

1. References:

- a. AR 600-20, Army Command Policy, dated 15 July 1999.
- b. AR 690-12, Equal Employment Opportunity and Affirmative Action, dated 4 March 1988.

2. Sexual harassment is a form of gender discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when: submission to, or rejection of, such conduct is made either explicitly or implicitly a term or condition of a person's job, pay, or career; or submission to, or rejection of, such conduct by a person is used as a basis for career or employment decisions affecting that person; or such conduct has the purpose or effect of unreasonably interfering with an individual's work performance, or it creates an intimidating, hostile, or offensive working environment.

3. The policies of The Army and this command are clear. Sexual Harassment is unacceptable behavior that will not be tolerated. Commanders, leaders, and supervisors will take the initiative to prevent such unacceptable conduct, and will ensure that soldiers and employees are aware of applicable regulations and policies, their right to raise the issue of sexual harassment with offenders, channels for reporting incidents, and sanctions that may apply to offenders. We are committed to ensuring all members of USACAPOC(A) (military and civilian, active duty and reserve) are provided a work environment free from hostility and sexual harassment. There is no excuse in this command for allowing, condoning, or tolerating sexual harassment.

4. Any soldier or civilian in a command or supervisory position who uses or condones implicit or explicit sexual behavior to

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control, influence, or affect the career, pay, or job of another person is engaging in sexual harassment. Similarly, any person who makes deliberate or repeated unwelcome verbal comments, gestures, or physical contact of a sexual nature is engaging in sexual harassment.

5. There are many ways to report sexual harassment or misconduct. The Equal Opportunity/Sexual Harassment Complaint Process Poster will be posted on all official bulletin boards of units in this command. It identifies the ways to report acts of discrimination and explains the Department of the Army EO/Sexual Harassment Complaint Procedures. The chain of command is the best avenue for addressing these matters. However, as an alternative method, military personnel or family members may file complaints with the Equal Opportunity Office, or with the Inspector General (IG). Complaints by civilian personnel should be handled through the Equal Employment Opportunity Office in accordance with the procedures contained in AR 690-600, Equal Employment Opportunity Discrimination.

6. All personnel and family members are protected from reprisal or retaliation for filing complaints. No soldier or employee may take or threaten to take an unfavorable personnel action, or to withhold or threaten to withhold a favorable personnel action, in reprisal against any person for filing a complaint. Should a soldier be threatened with such an act, or if such an act should occur, he or she must report these circumstances to the Department of Defense IG.

7. We all share the responsibility for helping to eliminate sexual harassment. We must foster a work environment that reflects Army values and our standards of excellence.

8. The point of contact for this policy is the Equal Opportunity Advisor (EOA) at (910) 432-9628.



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Commanding